

## Laws That Govern Your Work

Law/Guideline	Description	Link
<b>Vermont Laws</b>		
Incorporated, Municipal, or Community	Types of Libraries. Important to know because the specifics of some laws depend on the type of library you are.	
Vermont Statutes and Standards Related to Libraries	Overview of statutes from the Vermont State Librarian	<a href="https://libraries.vermont.gov/sites/libraries/files/InitiativesProjects/LibraryWorkingGroup/Supporting/VermontStatutesAndStandards_052623_Corrected.pdf">https://libraries.vermont.gov/sites/libraries/files/InitiativesProjects/LibraryWorkingGroup/Supporting/VermontStatutesAndStandards_052623_Corrected.pdf</a>
Title 22	The VT State Statute on Libraries, History, and Information Technology	<a href="https://legislature.vermont.gov/statutes">https://legislature.vermont.gov/statutes</a>
VT Patron Privacy Law	Law that covers privacy of patron registration records and patron transaction records.	<a href="https://legislature.vermont.gov/statutes/chapter/22/004">https://legislature.vermont.gov/statutes/chapter/22/004</a>
Open Meeting Law	Applies whenever a quorum of the trustee board meets to discuss library business	<a href="http://libraries.vermont.gov/services/public-libraries/trustees">http://libraries.vermont.gov/services/public-libraries/trustees</a>
VT Human Resources Laws	Includes: Sick/leave time, wages, overtime rules, Parental and Family Leave Act, sexual harassment, etc.	<a href="http://labor.vermont.gov/wage-hour/">http://labor.vermont.gov/wage-hour/</a>
Minimum Standards for VT Public Libraries	State Law; offer criteria and direction for assessing and upgrading local library service.	<a href="http://libraries.vermont.gov/sites/libraries/files/LawLibrary/VTLegalDecision/LibraryLaw/REVISED%201986%20standards.pdf">http://libraries.vermont.gov/sites/libraries/files/LawLibrary/VTLegalDecision/LibraryLaw/REVISED%201986%20standards.pdf</a>
VT Beer and Wine Law	Provides a permitting method for public libraries to conduct an event at which malt or vinous beverages or both are served by the glass to the public, provided that the event is approved by the local licensing authority.	<a href="http://liquorcontrol.vermont.gov/which-license/other">http://liquorcontrol.vermont.gov/which-license/other</a>
<b>Local Laws</b>		
Local Ordinance	A piece of legislation enacted by a municipal authority.	See your Town Clerk
Municipal Charter	Part of VT State Statute for some VT towns. May include information about the Library. Charters typically supersede state law when there is a conflict.	<a href="https://legislature.vermont.gov/statutes/title/24APPENDIX">https://legislature.vermont.gov/statutes/title/24APPENDIX</a> <a href="https://www.vlct.org/topics/governance">https://www.vlct.org/topics/governance</a>
Bylaws	Outline board responsibilities, board purpose, how and when members are elected/appointed, terms, meeting information, etc.	

Federal Laws		
ADA	Requires public accommodations to provide goods and services to people with disabilities on an equal basis with the rest of the general public.	Checklist for Existing Structures: <a href="https://www.ada.gov/racheck.pdf">https://www.ada.gov/racheck.pdf</a>
Form 990	Federal Tax Law Paperwork for Nonprofits	<a href="https://www.irs.gov/forms-pubs/about-form-990">https://www.irs.gov/forms-pubs/about-form-990</a>
FLSA	Federal law that establishes minimum wage, overtime pay, recordkeeping, and youth employment standards.	<a href="https://www.dol.gov/whd/flsa/">https://www.dol.gov/whd/flsa/</a>
FMLA	Entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave.	<a href="https://www.dol.gov/whd/fmla/">https://www.dol.gov/whd/fmla/</a>
USA PATRIOT Act	Federal law that expands law enforcement's surveillance and investigative powers.	ALA Info: <a href="http://www.ala.org/advocacy/advleg/federall/egislation/theusapatriotact">http://www.ala.org/advocacy/advleg/federall/egislation/theusapatriotact</a>
OSHA	Federal law that covers workplace health and safety standards.	<a href="https://www.osha.gov/law-regs.html">https://www.osha.gov/law-regs.html</a>
Title VII of the Civil Rights Act of 1964	Federal law to "provide injunctive relief against discrimination in public accommodations... to protect constitutional rights in public facilities... to prevent discrimination in federally assisted programs, to establish a Commission on Equal Employment Opportunity, and for other reasons."	<a href="https://www.eeoc.gov/laws/statutes/titlevii.cfm">https://www.eeoc.gov/laws/statutes/titlevii.cfm</a>
EEOC Sexual Harassment Regulations	Provides guidelines to protect applicants or employees from unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature or about a person's sex.	<a href="https://www.eeoc.gov/laws/types/sexual_harassment.cfm">https://www.eeoc.gov/laws/types/sexual_harassment.cfm</a>

<b>Guidelines</b>		
Library Policies	Set by library trustees; reflect a board's philosophy of service and help ensure that the staff will put that philosophy into place when developing procedures; offer guidelines for crises and conflicts, but they also offer a framework for everyday business.	<a href="https://libraries.vermont.gov/library-policies">https://libraries.vermont.gov/library-policies</a>
ALA Code of Ethics	Translates the values of intellectual freedom that define the profession of librarianship into broad principles that may be used by individual members of that profession as well as by others employed in a library as a framework for dealing with situations involving ethical conflicts.	<a href="http://www.ala.org/tools/ethics">http://www.ala.org/tools/ethics</a>
Freedom to Read	A 7-point statement from ALA that concludes "We believe... that what people read is deeply important; that ideas can be dangerous; but that the suppression of ideas is fatal to a democratic society."	<a href="http://www.ala.org/advocacy/intfreedom/freedomreadstatement">http://www.ala.org/advocacy/intfreedom/freedomreadstatement</a>
Library Bill of Rights	A statement from ALA that details 6 basic policies that should guide library services.	<a href="http://www.ala.org/advocacy/intfreedom/librarybill">http://www.ala.org/advocacy/intfreedom/librarybill</a>



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*Please note that the information in this document does not constitute legal advice. I am not a lawyer, and I cannot give legal advice.*